Complete Holiday List 2026 India: State-Wise Calendar for HR & Compliance

Managing holidays in a business is not just about giving employees time off—it is about ensuring legal compliance, planning productivity, and maintaining a balanced work environment. In a culturally diverse country like India, having a structured holiday list is essential for every organization.

Whether you are an HR professional, business owner, or compliance manager, a well-prepared holiday calendar 2026 helps you avoid legal complications and ensures smooth workforce planning.

Why a Holiday List is Important for Businesses in India

A holiday list is more than just a calendar—it is a compliance document. Under Indian labour laws, companies must declare holidays in advance.

Legal Compliance: Each state has its own Shops and Establishment Act mandating specific holidays.

Workforce Planning: Helps HR teams manage shifts and operations effectively.

Payroll Accuracy: Ensures correct salary, leave, and overtime calculations.

Employee Satisfaction: Promotes transparency and work-life balance.

Types of Holidays in India

National Holidays: Republic Day, Independence Day, and Gandhi Jayanti are mandatory across India.

State-Wise Holidays: Different states celebrate unique festivals such as Ganesh Chaturthi, Durga Puja, and Pongal.

Festival Holidays: Includes Diwali, Holi, Eid, and Christmas, depending on company policy.

Optional Holidays: Employees can choose holidays based on personal or religious preferences.

How to Create a Holiday Calendar 2026

Refer to official government notifications for accurate holiday data.

Include all mandatory national and state holidays.

Add optional holidays for flexibility.

Communicate the finalized list to employees at the start of the year.

Challenges in Managing Holiday Lists

Businesses with multiple locations must manage different state-wise calendars.

Festival dates vary every year due to lunar cycles.

Compliance requirements differ across states.

Workforce diversity requires inclusive planning.

Best Practices for HR & Compliance Teams

Use centralized systems for managing holiday lists.

Stay updated with government notifications.

Communicate clearly with employees.

Integrate holiday calendars with HRMS and payroll systems.

Offer flexible holiday options.

How Praans Consultech Helps

Praans Consultech assists businesses with state-wise holiday planning, labour law compliance, HR documentation, and payroll management, ensuring smooth and hassle-free operations.

Holiday Planning and Business Productivity

A structured holiday calendar improves planning, reduces absenteeism, enhances engagement, and supports work-life balance.

Conclusion

A well-planned holiday list 2026 India ensures compliance, improves employee satisfaction, and enhances operational efficiency. Businesses should proactively plan their holiday calendar to stay compliant and productive.

FAQs

Is it mandatory to follow state-wise holidays? Yes, companies must comply with state labour laws.

How many national holidays are mandatory? Three: Republic Day, Independence Day, Gandhi Jayanti.

Can companies offer optional holidays? Yes, to support inclusivity.

How often should the holiday list be updated? Annually.

Why is a holiday calendar important? It ensures compliance and efficient workforce planning.